

Board of County Commissioners

Sumter County Fire Rescue

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<http://sumtercountyfl.gov/fire>



Memo

To: Mr. Bradley Arnold - County Administrator
From: William M. Gulbrandsen, CFO – Fire Chief
Date: 9/23/10
RE: Reserve Firefighter Recruitment

I am pleased to inform you that our Reserve Firefighter Recruitment Program has been most successful. The applications received during the last three months have set a new record, numbering approximately 60. While not every applicant is qualified to be a Reserve Firefighter, the pre-employment screening to date process has provided us with a pool of qualified applicants in the various stages of the pre-employment process:

Today, 9-23-10 we are interviewing 13 applicants. This process requires a minimum of 3 of current members the majority of one workday, plus 2 staff members half a day for support.

Approximately 15 applications are currently in the pre-interview stage, which is when background checks, driving record, and criminal record are reviewed to determine if the applicant is qualified to be considered as a Reserve Firefighter.

Approximately 10 candidates successfully completed last month's interview process. We are currently conducting employment reference checks on these individuals. If the reports are positive, they will be forwarded to your office for final approval and receive a date for new employee orientation with Human Resources.

With these approximate 38 applications in process, and about 20 very new Reserve Firefighters that have received their station assignments and are being assimilated into the Sumter County Fire Rescue system, we have exceeded our recruitment goal of 145 Active Firefighters, including both career and reserve members. Current costs to outfit and equip a firefighter with the required personal protective equipment, including firefighter turn-out coat and pants, helmet, boots, gloves, Nomex® hood, breathing mask, etc. is approximately \$2500 per person. Training costs are additional expenses. Our budget for FY 2010 / 11 is developed to cover costs for 145 – 150 active firefighters.

We currently have more than enough applicants in the “queue” to meet this goal. For this reason and to provide for budgetary control, I am recommending that we close the “open application / accepting applications for Reserve Member – Firefighter positions” that we currently have on the BOCC Website, until such time that our active firefighter membership is determined to be 130 or less.

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Bradley S. Arnold,
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